

Should you file an EEO complaint?

What is Discrimination?

In civil rights matters, discrimination refers to unfavorable or unequal treatment of a person or class of people because of the following factors (called protected classes): race, color, sex, age, religion, national origin, sexual orientation, genetic information, status as a parent, disability, or in retaliation for participation in the EEO complaint process or for opposing discriminatory practices. It also includes harassment because of a protected class and the failure to reasonably accommodate one's religion or disability.

There is a distinction between discrimination and unfair treatment. Just like the dogs and poodles analogy, discrimination is always unfair treatment, but unfair treatment does not automatically constitute discrimination.

What can you do?

If you feel that you have been discriminated against as a result of one or more protected classes, you may contact an **EEO Counselor**, but you must do so within 45 days of the alleged discriminatory event. The only exception to this requirement is for claims of age discrimination or ones alleging a violation of the Equal Pay Act, which may be taken directly into court. And, although discrimination based on genetic information and status as a parent is prohibited, there is no EEO complaint process to handle

these claims. (To address these issues, see the next section.)

When meeting with the EEO Counselor, you have the right to bring a representative with you. The Counselor is an impartial party who will advise you of your rights and responsibilities in the complaint process. The Counselor will also ask if counseling or an alternative dispute resolution procedure, called mediation, is desired. If you choose counseling, the EEO Counselor will review documents and interview appropriate personnel to find the facts about the event, and will work to resolve the complaint to your satisfaction.

If mediation is chosen, a trained **Mediator** will conduct a meeting, between you and a management official who can settle the complaint, to attempt a resolution that is acceptable to both parties. If you are dissatisfied with the outcome of the informal complaint process, you will be notified of the process to file a formal complaint of discrimination.

What are other avenues to take?

Non-EEO related matters of concern or dissatisfaction: You may file an administrative grievance, orally or in writing, with the supervisor within 15 days of the act or occurrence. Contact **Human Resource Management** (907) 271-3161 for more information.

Issues involving fraud or abuse: Contact the Department of Interior Inspector General at (202)208-5300, or see www.oig.doi.gov/.

Violation of "prohibited personnel practices" (includes nepotism and whistle blowing): Contact the U.S. Office of Special Counsel, (800) 872-9855, or see www.osc.gov.

For appealable personnel actions contact the **Merit System Protection Board** at 1-800-209-8900 (www.mspb.gov). The MSPB was created to ensure that all Federal government agencies follow Federal merit systems practices.

Human Resource Management



US Office of Special Counsel



Office of Inspector General



Merit System Protection Board



Your EEO Rights

All employees and applicants have the right to be free from discrimination based on:

_____ Race _____

_____ Color _____

_____ Sex _____

_____ Age _____

_____ Religion _____

_____ Disability _____

_____ National Origin _____

_____ Sexual Orientation _____

_____ Reprisal for prior EEO involvement _____

U.S. Department of the Interior
Bureau of Land Management
Equal Employment Opportunity(AK-915)
222 W. 7TH Ave., #13
Anchorage, Alaska 99513
Fax: (907) 271-4573

For more information, contact:

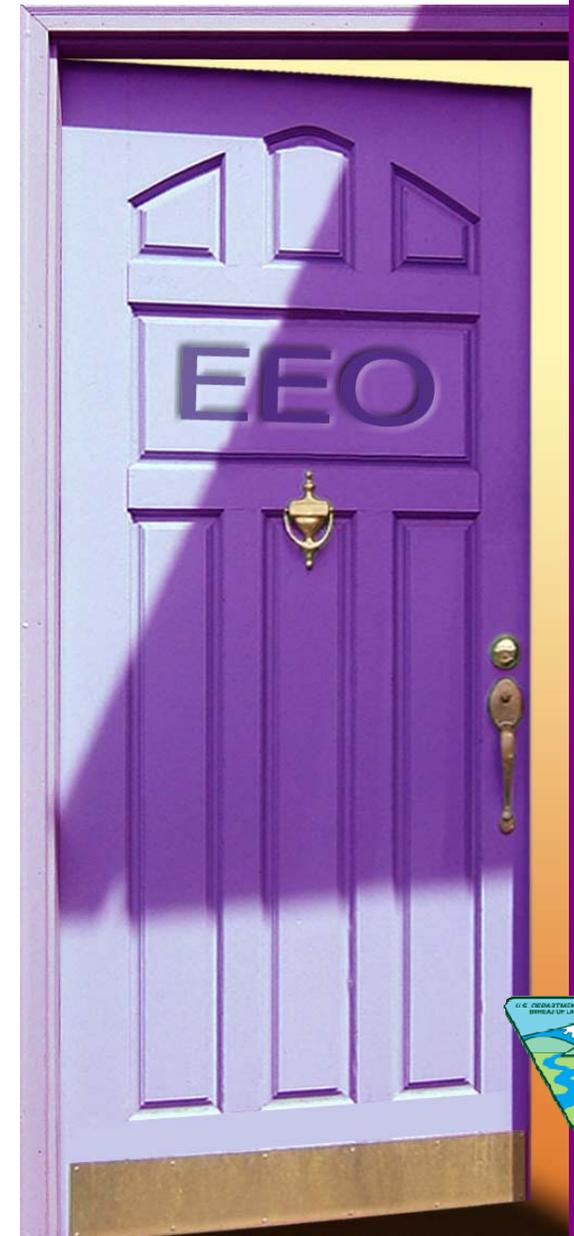
EEO Manager
Phone: (907) 271-3685

EEO Complaint Manager
Phone: (907) 271-3311

EEO Specialist, Fairbanks
Phone: (907) 356-5508



Discrimination Complaints



BLM

